



Myths and Realities of Entry-Level In-House Legal Hiring

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Introduction to in-house legal work

- In-house work compared to other legal jobs
- In-house trends over time
- Students and in-house careers: changing trends and expectations

The employer perspective

- Who hires entry-level in-house attorneys?
- Why?
 - Innovative approach to talent management
 - Cost savings
- Who are in-house departments looking for?
 - Work owners
 - Innovators
 - Problem-solvers
- Myths and realities of in-house training and career growth
 - Better early career work
 - Increased career growth and career path diversity
- Trends from the employer perspective
 - Student interest
 - CSO recognition and education

What law schools need to know

- To counsel students
 - Focused course work and coordination with business schools
 - Early in-house opportunities (*e.g.* internships/externships)
 - Networking
- To support in-house employers
 - Employer outreach
 - Research and target prospective employers
 - Invite to on-campus networking events and recruitment activities
 - Employer interviews
 - Who is the General Counsel?
 - What are the goals of the department?
 - How is the organization structured?
 - What work is handled in-house?
 - What are challenges to entry-level hiring?



Resources

Finding in-house legal departments and attorneys:

- Westlaw Directory of Corporate Counsel
- Leadership Library (<https://lo.bvdep.com/>)
- Corporate Counsel's "In-House Counsel at the Top 500 Companies" (<http://www.corpcounsel.com/top-rated-lawyers/top-500-companies>)
- LinkedIn
- Martindale-Hubbell (<http://www.martindale.com/>)
- Book of Lists (by city or region) (<http://www.bizjournals.com/bizbooks/>)
- Directory of In-House Counsel (by state or region)
- Vault.com

Advising on going in-house:

- Marc I. Steinberg & Stephen B. Yeager, *Inside Counsel: Practices, Strategies, and Insights* (West Academic Publishing 2015).
- Ari Kaplan, *The Opportunity-Maker: Strategies for Inspiring Your Legal Career Through Creative Networking and Business Development* (Thomson/West 2008).

Job searching in-house:

- ACC.com
- Efinancialcareers.com
- LinkedIn
- Indeed.com
- Your law school Symplicity site!

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